

# Finn Swift

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## SUMMARY

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HR Manager with a track record building high-impact solutions and improving retention.

## CORE SKILLS

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### Talent

Recruitment • Sourcing • Onboarding • Employer Branding

### Operations

Payroll Coordination

### People Practices

Succession Planning • L&D • Employee Relations • Performance Management

### Compliance

Employment Law • Diversity & Inclusion • Workplace Investigations

## EMPLOYMENT HISTORY

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### People Operations Manager — Raynor, Deckow and Greenholt (2019 - 2021)

- Implemented a performance review program which improved engagement scores by 15 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 22%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 76 roles across EMEA/US, reducing time-to-hire by 14%.

### HR Business Partner — Connelly, Daugherty and Gislason (2023 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 12%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 19 points.
- Led recruitment for 121 roles across EMEA/US, reducing time-to-hire by 35%.

### HR Business Partner — Kassulke and Sons (2021 - 2024)

- Implemented a performance review program which improved engagement scores by 15 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 7%.
- Led recruitment for 49 roles across EMEA/US, reducing time-to-hire by 21%.

### People Operations Manager — Keeling, Schoen and Schinner (2026 - 2026)

- Led recruitment for 77 roles across EMEA/US, reducing time-to-hire by 22%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 20 points.

### Talent Acquisition Manager — Kling, Jast and Mosciski (2019 - 2021)

- Led recruitment for 150 roles across EMEA/US, reducing time-to-hire by 15%.
- Rolled out benefits and L&D programs that increased retention in key teams by 17%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 7 points.

## CERTIFICATIONS

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- CIPD Level 5/7

## REFERENCES

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Velda Towne — Director — [Maurine\\_Morissette32@hotmail.com](mailto:Maurine_Morissette32@hotmail.com)